HUMAN RELATIONS

training news...

AND NOTES

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FIRST NTLGD SEMINAR HELD AT BETHEL

Thirty-five participants of the Bethel summer laboratories came together for an alumni seminar in August. Under the direction of Lee Bradford, participants heard reports on recent research in industry by Bob Kahn; on methods of training by Lee Bradford; on theoretical foundations of training by Ken Benne. It was the unanimous recommendation of the group attending this three day conference that further such seminars should be held. Those in attendance lived at the recently purchased Gehring House.

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RED CROSS MANAGEMENT SCHOOL HEARS FOUR OUTSTANDING SPEAKERS

Part of the three-week Red Cross Management School held August 8-31 at East Lansing, Michigan, was a presentation of four papers in the evening lecture series. Ernest Dale, Management Consultant, presented a paper on "Understanding the Manager's Job." Chris Argyris, Industrial Engineering Department of Yale University spoke on the topic: "Personality Fundamentals of the Administrator." Charles Hendry, University of Toronto, gave a talk entitled: "Fundamentals of Administration in Social Agencies." The fourth in this lecture series was given by Matthew Radom, Standard Oil Company of New Jersey, on "The Job of Management." This lecture series was but one small portion of the program which included T-groups, skill practice groups, theory sessions, and organizational exercises. One new development was the skill practice on individual decision making which was called the "in-basket" method, developed by Charles Leeds of the Bell Telephone Company of Pennsylvania.

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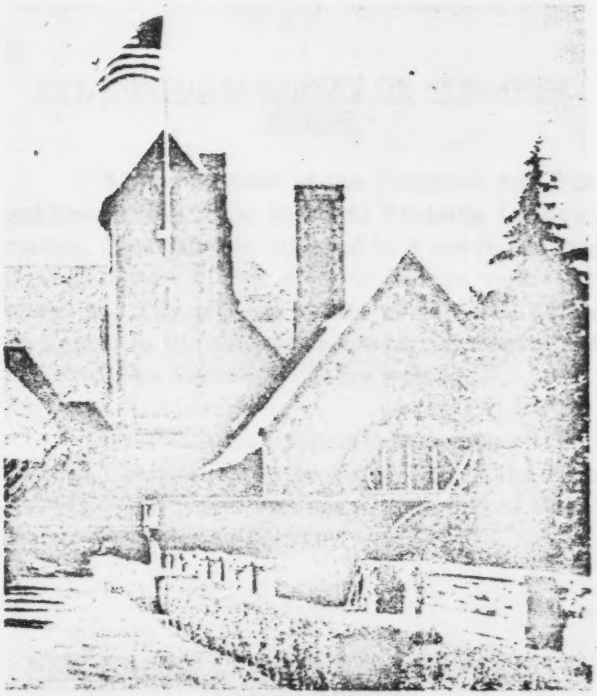
ARDEN HOUSE, COLUMBIA UNIVERSITY, SITE OF NTL INDUSTRIAL LABORATORY



Arden House, Columbia University, Harriman, New York, the beautiful estate given to Columbia University by W. Averell Harriman, will again be the site for NTL's Industrial Training Laboratory, the Second Annual Management Work Conference, to be held January 26-February 8, 1957.

A great deal of interest has already been shown in response to a flyer entitled "Management's Key Problem," which was prepared by the Planning Committee. This pamphlet contains informational, rather than promotional literature explaining the work of the National Training Laboratories, and its implications for industry.

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NEA DIVISION OF ADULT EDUCATION CALLS PLANNING CONFERENCE

On September 24, 25, and 26, the different representatives forming the policy and program groups of the Division of Adult Education will meet in Washington, D. C., to develop program plans and policies for the Division. The major purpose will be to examine the implications of the work of the National Association of Public School Adult Educators, the National Training Laboratories, and the Field Service Program of the Adult Education Association of the U. S. A. for the field of Adult Education in particular, and the work of the National Education Association in general.

Those attending the meeting will be Ralph Crow and Everett Preston representing the National Association of Public School Adult Educators; Malcolm Knowles and Ken Benne for the Adult Education Association; Bob Hood and Ronald Lippitt for the National Training Laboratories, and Lyle Ashby for the National Education Association. Lee Bradford, John Bigger, Gordon Lippitt, Robert Luke, and Bonard Wilson will attend as staff members of the Division of Adult Education.

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CIVIL SERVICE COMMISSION THREE-DAY INSTITUTE FOR PERSONNEL ADMINISTRATORS

On September 13-15, there will be held in Washington, D. C., a three-day workshop to start off a training program for the United States Civil Service Commission. This program will bring together thirty personnel administrators from some thirty government agencies in Washington. The National Training Laboratories will provide the services of Leland Bradford and Gordon Lippitt for this three-day institute.

The program is under the general supervision of Mr. Ross Pollock and Mr. Frank Connor of the Career Development Program office. During the two-week program extending beyond the three-day institute the group will also have the opportunity of hearing Al Zander from the University of Michigan talk on the subject of communication.

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CONNECTICUT EDUCATION ASSOCIATION TO HOLD CONFERENCE

On September 27-30, the Connecticut Education Association will bring together officers of different local teachers' associations to receive training to improve programming and membership participation in the Connecticut Education Association.

Emma Lou Benignus, Elsom Eldridge, Tilden Harrison, Helen Hafner, Alan Hugg, Don Klein, John Midworth, Mat Miles, Lowell Trowbridge, Lee Bradford, Gordon Lippitt, and Bob Luke will serve as consultants at the conference.

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NTL CONDUCTS SURVEY OF RESEARCH NEEDS

At the request of the Program and Planing Committee of the National Training Laboratories, Jack Gibb is engaged in a survey of research needs in the area of human relations training. The results of this survey will serve as a guide in the projected research program of the National Training Laboratories.

If you have any suggestions on areas of research, please write to Jack Gibb at the Fels Center for Group Dynamics, University of Delaware, Newark, Delaware.

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NEW JERSEY DIVISION CANCER SOCIETY CONFERENCE

The annual fall training institute for leaders in the New Jersey Division of the American Cancer Society will be held at Atlantic City, October 11-14.

A group of thirty volunteers will be trained as leaders the first two days of the conference, and will serve in resource capacity at the workers' conference, October 13-14. The workers' conference will be attended by approximately five hundred volunteer leaders. Gordon Lippitt is serving as consultant to the conference and the leadership training school.

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NTL ACQUIRES CONFERENCE FACILITIES AT BETHEL, MAINE

This past summer, NTL completed the purchase of a portion of the Bingham estate in Bethel, Maine. The house will serve for conferences and meetings and can accommodate approximately 36 to 40 people. The furniture was acquired through the National Education Association from the Hotel Martinique to make possible the holding of conferences in the fall of 1956. The NTL conference house was first used for the alumni group that met for three days at Bethel in August. In addition to its year-round use its facilities will provide additional rooming opportunities for summer participants attending the National Training Laboratory in Group Development.

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NTL ADVISORY BOARD AND PROGRAM COMMITTEE TO MEET AT BETHEL

On October 19-21 the annual joint meeting of the Advisory Board and Program and Planning Committee of the National Training Laboratories will meet in the newly acquired NTL conference facilities at Bethel, Maine.

Plans for this annual conference were developed at the Executive Committee meeting of the National Training Laboratories in August. The August meeting was attended by Lyle Ashby, Ken Benne, Robert Hood, Ronald Lippitt, and Lee Bradford. The annual meeting of both boards will determine policy directions and program priorities for NTL in the coming year.

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WOMEN'S ARMY MEDICAL SPECIALIST CORPS HOLDS FALL INSTITUTE

The Women's Army Medical Specialist Corps will hold their fall conference for physical therapists, occupational therapists, and dieticians in the Medical Specialist Corps, October 7-13. Overall supervision of the program is being given by Colonel Harriett Lee. NTL is serving as consultants to the program.

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NATIONAL ADULT EDUCATION CONFERENCES

The joint conferences of the Adult Education Association and the National Association of Public School Adult Educators are scheduled to begin in Atlantic City, N.J., on November 7 with a meeting of the State Directors of Adult Education. On November 8 and 9 public school adult educators will discuss a variety of topics related to the theme "How can we build better programs for adults in our communities."

On November 10, the AEA conferences will begin with a keynote address on the topic "Forces in our Society Helping or Hindering Individual Development," a subject hinging closely on the conference theme, "Development of Mature Personalities." The AEA Conference continues through November 12 and includes special interest meetings and the annual conclave of the Delegate Assembly.

Concurrent with the NAPSAE meetings will be the annual sessions conducted by the Council of National Organizations. All meetings will be at the Chalfonte-Haddon Hall Hotels on the Atlantic City Boardwalk.

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COMMUNITY LEADERSHIP TRAINING INSTITUTE

Immediately after the conference described in the above article, the Adult Education Association, in collaboration with the National Training Laboratories, will offer a four-day community leadership training institute near Atlantic City, November 12-15.

This institute marks the first development in a hoped for expanded program of training in a variety of areas of adult education to be carried out by the Adult Education Association. Because of the collaboration of AEA and NTL, a special fee of $25.00 plus board and room for the four days is made possible. Registration will be limited to forty persons.

Lee Bradford, in his capacity as training coordinator of the Adult Education Association will direct the institute.

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ABOUT PEOPLE WE KNOW

John Bigger, Assistant Executive Secretary of the National Association of Public School Adult Educators taught a class in Adult Education at the University of Maine this summer.

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Jack French returned from his one year study in Europe and will renew his position as program director at the Research Center for Group Dynamics of the University of Michigan.

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Murray Horwitz has accepted a position as Associate Professor of Psychology at the Research Center for Human Relations of New York University. He is a member of the present NTL Program and Planning Committee.

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"Doc" Lindner returned to Austria after serving as the first Bethel staff member from Europe. His contribution was valuable to the success of the Bethel summer training program, particularly with respect to the work with people from a great number of foreign countries that attended the laboratory this summer.

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Ed Memmott, former president of Urbana Junior College, Urbana, Ohio, will be educational director for the Credit Union Leagues in Michigan, as of December 1.

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Stan Seashore of the Institute of Social Research, University of Michigan, left in August for a one year Fulbright study at Oslo, Norway.

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Charles Stinnette has resigned his position as Canon of the College of Preachers, Washington Cathedral, and is now professor at Union Seminary in New York. He is carrying out a special program in the training of religious leaders with integration between theology, psychiatry, and social psychology.

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HAVE YOU READ ....????

DESIGNING EDUCATION IN VALUES, by Roy Sorenson & Hedley S. Dimock. A case study of the reorganization of the San Francisco YMCA. New York, Association Press, 1955. 365 pp. Price $5.75.

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HUMAN RELATIONS IN INTERNATIONAL AFFAIRS - "A Guide to Significant Interpretation and Research." Public Affairs Press, 2162 Florida Ave., Washington 8, D. C. 1956. 40 pp. Price $1.00.

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LEADERSHIP AND MORALE, by Daniel B. Davies and Kenneth F. Herrold. Published by Arthur C. Croft Publications, New London, Conn., 1956. Price $2.50.

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ORGANIZATION AND MANAGEMENT; THEORY AND PRACTICE, by Catheryn Seckler-Hudson, Chairman, Department of Government and Public Administration, The American University, Washington, D. C. Published by The American University Press, 1955. 324 pp. Price $5.00.

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REPORT OF THE TENTH SUMMER LABORATORY SESSIONS, Bethel, Maine, - Bulletin No. 6. Published by NTL, Washington, D. C. 1956. Price $5.00.

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